7

GENERAL ELECTRIC

- WAGE RATE - INDEX 102

RECEIVED
June 20

SURVEY OF WAGE RATES

FT. WAYNE COMMUNITY

****

MAY

1937

****

N. CURRIE, JR.

FN-412-A 20m 1-21-37

CONFIDENTIAL

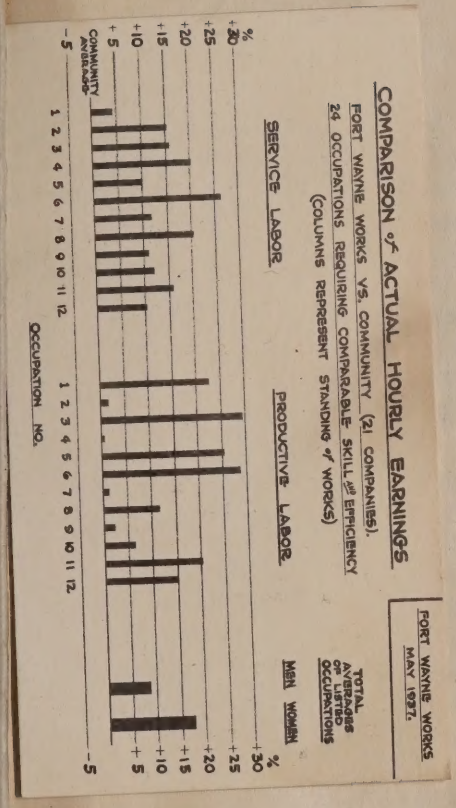
GENERAL ELECTRIC COMPANY

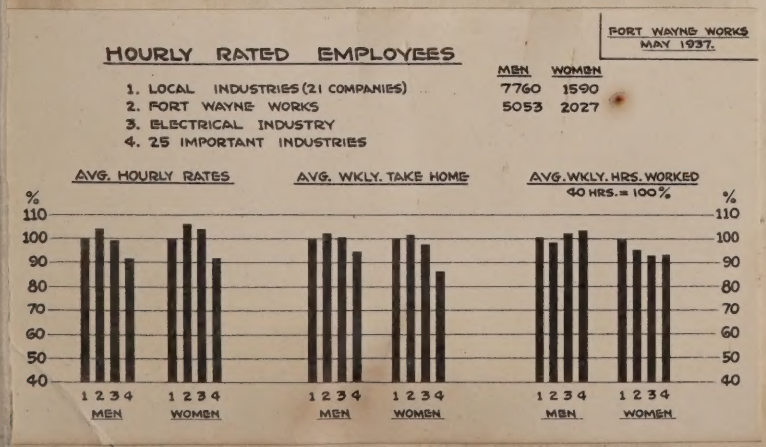
FORT WAYNE WORKS

FORT WAYNE, INDIANA.

SURVEY OF WAGE RATES

MAY 1937


COMPARISON of ACTUAL HOURLY EARNINGS
FORT WAYNE WORKS VS. COMMUNITY (21 COMPANIES).
24 OCCUPATIONS REQUIRING COMPARABLE SKILL AND EFFICIENCY
(COLUMNS REPRESENT STANDING of WORKS)
FORT WAYNE WORKS
MAY 1937.
SERVICE LABOR
PRODUCTIVE LABOR
MEN WOMEN
TOTAL AVERAGES ON LISTED OCCUPATIONS
% +30 +25 +20 +15 +10 +5 -5
COMMUNITY AVERAGE
1 2 3 4 5 6 7 8 9 10 11 12
1 2 3 4 5 6 7 8 9 10 11 12
OCCUPATION NO.



CONFIDENTIAL

Fort Wayne, Indiana.
May 28, 1937

The attached survey of actual earned rates has been obtained through the cooperation of the following Fort Wayne Industrial Firms:

Allied Mills, Inc.
Bass Foundry & Machine Company
Berghoff Brewing Corporation
S.F.Bowser & Company, Inc.
The Capehart Incorporated.
General Hosiery Company
Hoff-Brau Brewing Corporation
Horton Mfg. Company
Inca Mfg. Corp. Div. of Phelps Dodge Copper Products Corp.
International Harvester Company
Joslyn Mfg. & Supply Company
The Magnavox Company.
Rea Magnet Wire Co., Inc.
C.L.Schust Company
Tokheim Oil Tank and Pump Company
The Truck Engineering Company
Wayne Candles, Inc.
Wayne Knitting Mills
Wayne Oil Burner Corporation
The Wayne Pump Company
Western Gas Division of Koppers Company

The rates submitted by your company are listed under firm number _____.

COMPANIES INCLUDED IN SURVEY

INDEX TO FIRM NUMBERS

Firm No.	Company
1.	S.F.Bowser & Co., Inc.
2.	Western Gas Div. of Koppers Co.
3.	International Harvester Company
4.	The Wayne Pump Company
5.	Wayne Oil Burner Corporation
6.	Horton Mfg. Company
7.	Inca Mfg.Corp.Div. of Phelps Dodge Copper Products Co.
8.	Rea Magnet Wire Company, Inc.
9.	Bass Foundry & Machine Company
10.	Wayne Knitting Mills
11.	Joslyn Mfg. & Supply Company
12.	C.L.Schust Company
13.	The Truck Engineering Company
14.	General Hosiery Company
15.	The Capehart Corporation
16.	Allied Mills, Inc.
17.	Wayne Candies, Inc.
18.	Tokheim Oil Tank & Pump Company.
19.	Berghoff Brewing Corporation
20.	Hoff-Brau Brewing Corporation
21.	The Magnavox Company

	Employee Benefits (See Note)	Is Job Evaluation Used?	REMARKS
S.F.Bowa	V GI	Occup Class	Increase of 5¢ per hr. to all hourly rated employees Jan.3 and individual adjustments since.
The Kopp Western	GI S.A.	Occup Class	Reclassified all occupations March 15,Increase of 3¢ per hr. to all hourly rated employees May 3
Internat Harveste	V-GI SA NB	Occup Class	Increase of 5¢ per hr.to all hourly rated employees March 15.
The Wayn	V.GI NB	Occup Class	Increase of 5¢ per hr.to hourly rated employees May 11.
Wayne Oi Corporat	V.GI SA	-	
Horton M	-	-	Increase of 5¢ per hr.to all hourly rated employees and a 2% increase on Payroll Apr.1(51 employees)
Inca Mfg	V. GI NB	-	Increase of 3¢ per hr.bonus Dec.28,1936 and Individual increases.
Rex Magn	V.GI SA-B	-	Jan.and Mar.1937 Increase given which equals 4¢ per hour to Men and 2¢ per hr. to women.
Base Fou Machine Co	-	-	Individual increase given
Wayne Kn	GI NB	Code	Increase 5 to 10% all day workers Dec.31,1936 Increase 5¢ per hr. all Maint.Workers May 24,1937.
Joslyn M	B	Code	Increase of 10% April 12,1937
S.L.Schu	-	-	
The Truc	V. GI B	-	Increase 10%(except welders) April 26, 1937.
General	GI SA	Code	
The Cape	V. GI Bonus	-	Increase 2¢ per hr.to all hourly rated employees 4/24 Increase 3¢ per hr.to all hourly rated employees 5/24
Allied M	V. GI B	-	Increase of 3 to 5¢ per hour March 29,1937
Wayne Ca	P.R.F. INS.	-	Men increased 5¢ per hour March 27,1937.
Rokheim and Pump	V.GI NB	Occup Class	Increase Dec. 30,1936 5¢ per hour Increase April 14,1937 10% average.
Berghoff Corporat	V. NB	Code	Increase 5¢ per hour April 1, 1937
Huff-Brei Drawing	V. NB	Code	Increase 5¢ per hour April 1, 1937
The Magn	GI CU	-	Placed more employees on incentive work
General	V.PS.GI SA.NB.CU		Increased hourly rated men 5¢ per hour and women 3-5¢ per hour March 29

A comparison with Community; C.S. Company, Electronic Industry [illegible] important industries is shown.

No. of Emp.	Ave. [illegible] per Hr.	Ave. Hrs.	Ave. Weekly	
546	.702		29.08	
			26.36	
3142	.893		39.54	35.66
			35.30	45.00
				36.40
126	.590			
220	.730		29.52	
112	.758		33.50	
380	.500		20.00	20.00
432	1.12		44.80	44.80
260	.780	40	31.20	
47	.714	40	28.55	
48	.600		24.00	
172	1.03			41.20
	.75		32.92	
	.95		38.40	38.00
			24.00	
			29.20	35.00
	.93		30.69	37.20
			30.96	36.00
			24.24	
			31.50	31.50
			32.13	
			31.69	31.50
				31.50
				28.75

Col. (4) Average hours worked. (5) Actual average weekly [illegible]
(6) Average Weekly Take-Home based on 40 hours.

A comparison with Community; G.E.Company, Electrical Industry and 25 important industries de sturm.

	No.of Emp.	Ave.Rate Per Hr.	Ave.Hrs. Worked	Ave.Weekly Take-Home	Weekly Take-Home based on 40 hours
	196	.552	37.9	20.92	
Community Ave. Excl. GE Co.	1590	.502	39.7	19.97	
G.E. Company	2027	.534*	38.2	20.39	
Community Ave. Incl. GE Co.	3617	.520	38.8	20.17	
**Electrical Industry		.525	37.2	19.53	

Note: * - G.E.Company Average hourly rate excludes the 4¢ Cost of Living Adjustment

** - Figures taken from N.I.C.B. Service Letter.

COST OF LIVING INDEX
(Charted from U.S.Dept. of Labor)

	100% (99.35)	75.9%		80.5%	81.4	

	Oct.					
Average			.695	.720		.837
Percent	100%	89.19%	107.25%	111.11%	114.60%	

				35.5	36.3	
				75.05%	80.29%	

				25.76		
				83.33%	93.01%	

				83.33%		
					83.3%	
					113.98%	

COMPARISON OF HOURLY RATE EMPLOYEES

FORT WAYNE WORKS

MAY 1937

AVERAGE HOURLY RATES

MEN

1. Local Industries (21 Companies)
2. Fort Wayne Works
3. Electrical Industry
4. 25 Important Industries

	1	2	3	4
Average	.782	.817		
Percent	100%	104.47%		

WOMEN

1. Local Industries (21 Companies)
2. Fort Wayne Works
3. Electrical Industry
4. 25 Important Industries

	1	2	3	4
Average	.503	.534		
Percent	100%	106.16%		

(Continued Page #2)

AVERAGE WEEKLY HOURS WORKED

40 HOURS EQUALS 100%

MEN

1. Local Industries (21 companies) 7760
2. Fort Wayne Works 5053
3. Electrical Industry
4. 25 Important Industries

	1	2	3	4
Average	40.1	39.4	40.8	41.3
Percent	100.25%	98.50%	102.00%	103.25%

AVERAGE WEEKLY HOURS WORKED

40 HOURS EQUALS 100%

WOMEN

1. Local Industries (21 Companies) 1590
2. Fort Wayne Works 2027
3. Electrical Industry
4. 25 Important Industries

	1	2	3	4
Average	39.8	38.2	37.2	37.5
Percent	99.50%	95.50%	93.00%	93.75%

(Continued on Page #3)

[illegible]

MEN

1. Local Industries (21 Companies) 7760
2. Fort Wayne Works 5053
3. Electrical Industry
4. 25 Important Industries

	1	2	3	4
Average	[illegible]	[illegible]	31.66	[illegible]
Percent	[illegible]	[illegible]	100.9%	[illegible]

AVERAGE WEEKLY TAKE-HOME

WOMEN

1. Local Industries (21 Companies) [illegible]
2. Fort Wayne Works [illegible]
3. Electrical Industry
4. 25 Important Industries

	1	2	3	4
Average	20.01	[illegible]	[illegible]	[illegible]
Percent	100%	[illegible]	[illegible]	[illegible]

[illegible]

[illegible]s for (3) and (4) tak[illegible]
Service Letter.

[illegible]

of 1947

SUMMARY OF ALL OCCUPATIONS

The following is a report of wage rates paid for key occupations in twenty-one (21) companies in the Fort Wayne Community. In order to obtain comparisons requiring comparable skill, the occupations have been divided into grades (i.e., A,B,C and D). All occupations which there were no Companies with which to compare have been omitted from the summary calculations.

Twenty-one (21) companies employing 9,350 people within the Fort Wayne Community have cooperated in making this survey.

It should be noted that the occupations given below cover occupations similar in character requiring the same skill and efficiency. Such jobs were selected to give a cross section of all occupations. They represent about 70% of our hourly rated employees. These figures will not agree with the over-all figures which show that the General Electric Company is paying wage that are 4.47% higher for men and 6.10% higher for women than the community.

SUMMARY OF ALL OCCUPATIONS

Male	General Electric No.Emp.	Ave.	Community No.Emp.	Ave.	%G.E. Above-Below Community
All Service Occupations	1303	.829	2275	.771	+ 14.0%
All Productive Occupations	2551	.862	3835	.796	+ 8.3%
All Service & Productive Occups.	3854	.851	6114	.771	- 10.4%
Female					
All Service Occupations	177	.521	125	.465	+ 12.0%
All Productive Occupations	1400	.553	1305	.493	- 12.2%
All Service & Productive Occups.	1577	.550	1430	.491	+ 12 %

"	"	Class B	5	1.068	16	[illegible]
"	"	Class C	12	.980	47	[illegible]
			20	1.060		
- Wood		Class A	4	1.130	18	1.081
"		Class B	2	.960	3	[illegible]
			6	1.073		
			11	.730	45	[illegible]
			40	.705	71	[illegible]
			139	.785	177	.604

Clerks (Shop)

Inspector

Lathe - Bench

Machine Operator

Punch Press

Packer

Binders-skilled;semi and unskilled.

Chipper and Grinder

Laborers

Asbestos

Electrician

Fireman

Watch Engineer

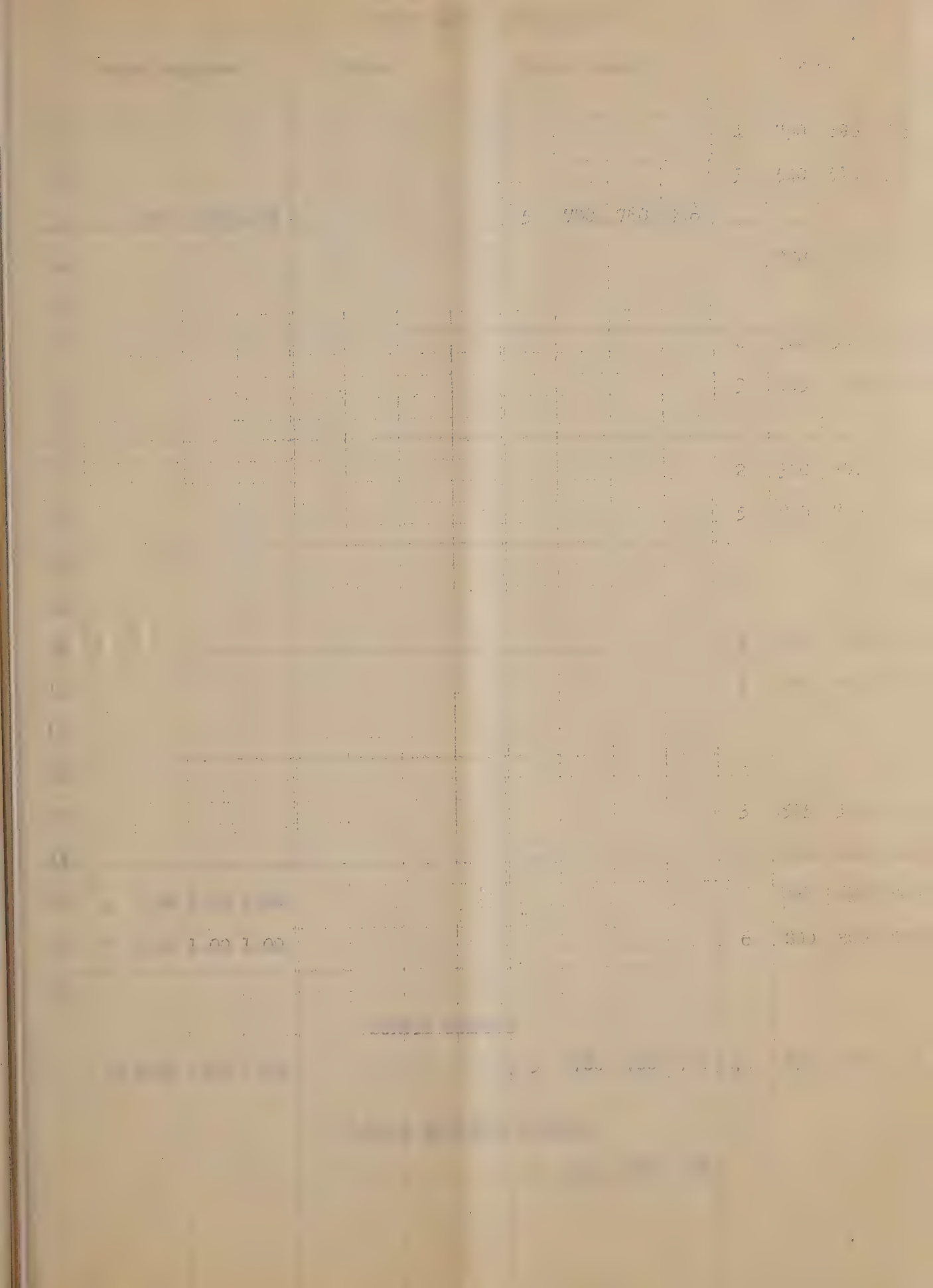
Water Tender

Checkers

Inspector

Sizing Machine.....
Yard Crib Attendant.....
Washing, Cleaning-Acid Dip....
Window Washer.....
Winding Machine Set-up.....

5	.595	.595	.595
2	.550	.550	.550



				4	.420	.350	.400